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Details: James Wenzler

(FORM UPDATED: 08/11/2010)

WISCONSIN STATE LEGISLATURE ... PUBLIC HEARING - COMMITTEE RECORDS

2009-10

(session year)

Senate

(Assembly, Senate or Joint)

Committee on ... Labor, Elections, and Urban Affairs (SC-LEUA)

COMMITTEE NOTICES ...

- Committee Reports ... **CR**
- Executive Sessions ... **ES**
- Public Hearings ... **PH**

INFORMATION COLLECTED BY COMMITTEE FOR AND AGAINST PROPOSAL

- Appointments ... **Appt** (w/Record of Comm. Proceedings)
- Clearinghouse Rules ... **CRule** (w/Record of Comm. Proceedings)
- Hearing Records ... bills and resolutions (w/Record of Comm. Proceedings)
(**ab** = Assembly Bill) (**ar** = Assembly Resolution) (**ajr** = Assembly Joint Resolution)
(**sb** = Senate Bill) (**sr** = Senate Resolution) (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

Senate

Record of Committee Proceedings

Committee on Labor, Elections and Urban Affairs

Wenzler, James, of Oak Creek, as a member of the Auctioneer Board, to serve for the term ending May 1, 2011.

November 12, 2009 Referred to Committee on Labor, Elections and Urban Affairs.

December 15, 2009 **PUBLIC HEARING HELD**

Present: (5) Senators Coggs, Wirch, Lehman, A. Lasee and Grothman.

Absent: (0) None.

Appearances For

- James Wenzler

Appearances Against

- None.

Appearances for Information Only

- None.

Registrations For

- None.

Registrations Against

- None.

Registrations for Information Only

- None.

April 14, 2010

EXECUTIVE SESSION HELD

Present: (5) Senators Coggs, Wirch, Lehman, A. Lasee and Grothman.

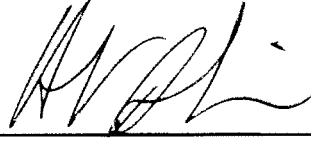
Absent: (0) None.

Moved by Senator Lehman, seconded by Senator Wirch that **Wenzler, James** be recommended for confirmation.

Ayes: (5) Senators Coggs, Wirch, Lehman, A. Lasee and Grothman.

Noes: (0) None.

CONFIRMATION RECOMMENDED, Ayes 5, Noes 0

A handwritten signature in black ink, appearing to read 'A. Plotkin', written over a horizontal line.

Adam Plotkin
Committee Clerk

Vote Record

Committee on Labor, Elections and Urban Affairs

Date: Wednesday, April 14, 2010

Moved by: LEHMAN Seconded by: WIRCH

AB _____ SB _____ Clearinghouse Rule _____
 AJR _____ SJR _____ Appointment James Wenzler _____
 AR _____ SR _____ Other _____

A/S Amdt _____
 A/S Amdt _____ to A/S Amdt _____
 A/S Sub Amdt _____
 A/S Amdt _____ to A/S Sub Amdt _____
 A/S Amdt _____ to A/S Amdt _____ to A/S Sub Amdt _____

Be recommended for:

- Passage Adoption Confirmation Concurrence Indefinite Postponement
 Introduction Rejection Tabling Nonconcurrency

<u>Committee Member</u>	<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
Senator Spencer Coggs, Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Robert Wirch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator John Lehman	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Alan Lasee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Glenn Grothman	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Totals:	<u>5</u>	<u>0</u>	_____	_____

Motion Carried

Motion Failed



JIM DOYLE
GOVERNOR
STATE OF WISCONSIN

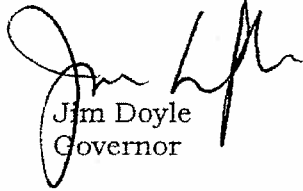
November 11, 2009

To the Honorable, the Senate:

I am pleased to nominate and with the advice and consent of the Senate, do appoint James Wenzler to be a Public Member on the Auctioneer Board to serve a term expiring May 1, 2011.

Mr. Wenzler will be available to the Senate for hearings and my staff will assist in any way they can.

Respectfully submitted,


Jim Doyle
Governor



JIM DOYLE
GOVERNOR
STATE OF WISCONSIN

November 11, 2009

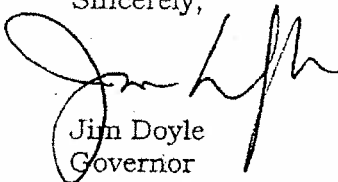
Mr. James C. Wenzler
8630 Ventana Dr. Unit 3909
Oak Creek, WI 53154

Dear Mr. Wenzler:

I am pleased to appoint you to the Auctioneer Board, effective November 11, 2009. Your experience, knowledge, and dedication will be a true asset to my administration and a great benefit to the people of Wisconsin.

I look forward to working with you to find creative ways of delivering services and implementing positive change for the citizens of our state.

Sincerely,



Jim Doyle
Governor



JIM DOYLE
GOVERNOR
STATE OF WISCONSIN

GOVERNOR'S APPOINTMENT

NAME: James Wenzler

MAILING ADDRESS: 8630 Ventana Dr. Unit 3909
Oak Creek, WI 53154

E-MAIL ADDRESS: james_wenzler@hotmail.com

RESIDES IN: Oak Creek, WI

TELEPHONE: (608) 744-2000 ext.239 (w)
(608) 829-1188 (h)

APPOINTED TO: Auctioneer Board
Public Member 2

TERM: A term to expire May 1, 2011

SUCCEEDS: Mr. Byron R. Krueger

SENATE CONFIRMATION: YES

DATE OF APPOINTMENT: November 11, 2009

DATE OF NOMINATION: November 11, 2009

(414) 758-0512, Email: james_wenzler@hotmail.com
8630 Ventana Dr. Unit 3909
Oak Creek, WI 53154-8329

James Charles Wenzler

Special Skills Qualifications

- ✓ An experienced team player, bringing enthusiasm and energy into group efforts.
- ✓ Possess effective presentation, verbal and written communication skills.
- ✓ Articulate and creative, offering innovative and practical solutions.
- ✓ Ability to successfully manage multiple priorities and assignments.
- ✓ Proven capacity to approach problems effectively and creatively.
- ✓ Able to direct and lead others to produce desired results.
- ✓ In-depth knowledge of the public services sector.
- ✓ Effective planning and organizational skills.

Employment History

April 2008-
Present

★ Manager of Employment & Salaried Employee Relations *Patrick Cudahy Incorporated*

Oversee the positive employee relations program in a manufacturing environment for 1900 Union and non-union personnel. Provide guidance to company officers, executives and managers for human resources law and Union contract adherence, act as an advocate for non-union employees. Investigate and determine results on employee relations issues. Company representative for Wisconsin Equal Rights, Unemployment and Worker's Compensation Divisions, and Federal E.E.O.C. hearings and appeals. Participate and lead the company dispute resolution process, direct and engage in employee performance management and documentation, maintain the management employee handbook, provide technical guidance and expertise to Company production leadership regarding human resources compliance and regulatory policies for Federal, State and local rules, regulations and laws. Manage new superintendent, manager and executive employee orientation. Improve and adapt employee relations activities and initiatives. Oversee the support for internal processes, such as: job descriptions, understanding of appropriate crewing standards, implementation of corporate policies and procedures. Organization Change Manager for S.A.P. software implementation. Manage and direct contract staffing agency Contract and on-site personnel. Editor of the Company newsletter, the Apple-Wood Vine. Supervise staff of 3 directly, 6 indirectly.

May 2005-
July 2007

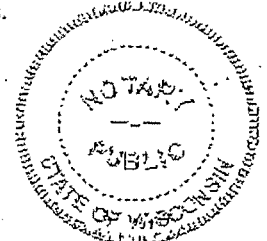
★ Recruitment Specialist/Human Resources Generalist *Environment Control*

Responsibilities: Work with operations managers to understand area needs and define position requirements for the hiring of entry level, professional and technical positions. Develop and execute recruitment strategy with operations managers as a trusted advisor. Source, screen, interview and vet qualified candidates for department managers. Develop applicant database through direct sourcing, networking and employee referrals to build a qualified pool. Prepare, extend, and negotiate employment offers and handle new hire orientation/paperwork. Meet and/or exceeding hiring requirements while offering creative/innovative ideas to continually improve the recruitment process. Maintain relationships with local post secondary institutions. Coordinate and attend recruiting events i.e. career fairs and college presentations. Ensure EEOC and Affirmative Action compliance, along with legal aspects of interviewing and hiring. Update the HRIS daily to maintain recruiting/employment records. Provide coaching and guidance for supervisors and managers on employee relations issues and participate in company policy items. Coordinate and facilitate training as necessary and conduct new hire orientation. Maintain and update job descriptions, process performance evaluations, and send out monthly performance review notices. Maintain employee benefit and retirement plans, and administering the leave of absence/disability program.

August 2002-
May 2003

★ Event Operations Supervisor (PT) *Alliant Energy Center of Dane County*

Responsibilities: Supervises and coordinates all production elements relating to events, event planning and community support. Supervises event crew scheduling, hiring, coaching and development. Coordinates meetings with six departments for strategy planning before, during and



after events. Responsible for ensuring that all County regulations and policies are followed while directing the multiple departments together to achieve end result. Continued long-term tact and alliance building to meet client needs.

November 2001-
May 2005

★ Operations Supervisor- Human Resources
Best Buy Stores LLP.

Responsibilities: Labor negotiations, the development and recommendation of collective bargaining proposals; researching the internet to locate potential job applicants assisting with perform new employee orientation meetings and compiling materials. Coach and advise managers on employee relations issues, as well as counseling employees. Enter all payroll adjustments. Monitor time clock irregularities. Maintain personnel records, compensation, and benefits administration. Administer and manage benefit programs including Medical, Dental, Flexible Spending, 401k, Disability, and Life Insurance. Coordinate Leaves of Absence, FMLA, Workman's Compensation and Unemployment Compensation programs

Education
Training

I. University of Wisconsin Baccalaureate Degree (120 credits) Graduation 2000

○ Major - Political Science ○ Minor - Legal Studies

II. Middleton High School, Middleton, Wisconsin, Graduation 1996

Professional
Memberships

Present

• Public Affairs Division Officer



United States Coast Guard Auxiliary
Flotilla 9-10 Madison, WI

June 2005-
June 2008

• Board of Directors

Soccer Foundation of Wisconsin
Dousman, Wisconsin

August 2005-
March 2007

• Public Affairs Spokesman



American Badger Chapter
Madison, Wisconsin

May 2006-
Present

• National Notary Association

Notary Public, State of Wisconsin

December 2006-
Present

• Ombudsman-Wisconsin Committee



Employer Support of the Guard & Reserve
Arlington, Virginia

November 2001-
Present

• Mock Trial Judge

American Mock Trial Association (AMTA)
West Des Moines, Iowa

Labor

State of Wisconsin Government Accountability Board

Ethics & Accountability Division
P.O. Box 7984
212 E. Washington Ave, 3rd Floor
Madison, WI 53707-7984
Phone (608) 266-8005
Fax (608) 264-9319
E-mail: GABEthics@wi.gov



KEVIN J. KENNEDY
Director and General Counsel

11/11/2009

Senate Committee Members:

The attached Statement of Economic Interests is provided with regard to the individual's nomination to a State Public Office by Governor Jim Doyle.

Sincerely,
STATE OF WISCONSIN GOVERNMENT
ACCOUNTABILITY BOARD

Nominee: **Wenzler, James**
Nomination Date: 11/11/2009

2. BUSINESS ACTIVITIES. List businesses, farms, rental, commercial, and income-producing real estate; and business activities in which you or your family had at least a 10% or greater interest.

a) Enterprise(s) operating under a business or trade name, list here.

Name of business	Municipality or Town	County	State	Describe nature of business
None				

b) Enterprise(s) NOT operating under a business or trade name, list here.

Street address or fire number	Municipality or Town	County	State	Describe nature of business
None				

3. COMMERCIAL CUSTOMERS, CLIENTS; AND TENANTS. For each unincorporated business, subchapter S corporation, service corporation (SC), limited liability company (LLC), partnership, or income-producing real estate reported in Item 2, list businesses, organizations, and lobbyists that paid the enterprise \$1,000 or more in calendar year 2008.

Check if the organization authorized you to represent it in its dealings with others as an attorney-at-law, agent, spokesperson, or representative.

Businesses, organizations, lobbyists that were customers, clients, or tenants	City	State	✓
None			

4. BUSINESS PARTNERS. For each enterprise reported under Item 2, list its co-owners, partners, officers, and directors (other than yourself), unless the information is already registered with the Wisconsin Department of Financial Institutions.

Business	Partners, or officers and directors	City	State
N/A			

5. NON-COMMERCIAL REAL ESTATE. List the specific location of WISCONSIN REAL ESTATE in which you or your family had an interest (except your principal residence and real estate whose location you listed in item 2).

Street address or fire number	LOCATION OF PROPERTY		NATURE OF INTEREST (own, lease, option, easement, land contract)
	Municipality Or Town	County	
None			

6. OFFICERS AND DIRECTORS. List organizations of which you or a family member was an officer or director (unless listed in Item #2.)

Business or organization	City	State	Position
None			

7. AGENT, REPRESENTATIVE OR ATTORNEY-AT-LAW, AGENT, SPOKESPERSON, OR REPRESENTATIVE (unless listed in item 2, 3, or 6.)
 represent it in its dealings with others as an attorney-at-law, agent, spokesperson, or representative (unless listed in item 2, 3, or 6.)

Business or organization	City	State
Patrick Cudahy Incorporated	Cudahy	WI
U.S. Coast Guard Auxiliary	Madison	WI

8. CREDITORS. List creditors to which you or your family owed \$5,000 or more.

Creditor	City	State	one	
			\$50,000 or less	More than \$50,000
Chase Bank	New York	NY	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Part B For calendar year 2008

9. EMPLOYERS. List your and your family's EMPLOYERS (\$1,000 or more of income) in 2008.

Name of employer (If State of Wisconsin, identify agency or institution)	City	State	Nature of employer's business
Overhead Door	Madison	WI	garage door sales/repair
TDS Metro.com	Middleton	WI	Telephone service/sales
Patrick Cudahy Inc. Incorporated	Cudahy	WI	Meat Packing Business.

10. ADDITIONAL SOURCES OF INCOME. List other sources from which you or your family received income of \$1,000 or more in 2008.

Source of income	City	State
NIA		

11. ENTERTAINMENT AND GIFTS. List individuals and organizations that provided you with entertainment or gifts (more than \$50) in 2008.

Name of provider	City	State
None		

12. HONORARIA AND EXPENSES. List, for 2008, sources of honoraria and payment of expenses related to your state government duties (more than \$50) not previously reported to the Government Accountability Board.

Payer	Approximate value of expenses	Amount of honorarium	Circumstances of receipt
NIA			

I certify that the information contained in this Statement of Economic Interests is true, complete, and correct to the best of my knowledge, information, and belief. In the event this Statement of Economic Interests is filed prior my nomination or appointment, I certify that I will amend it within ten days of my nomination or appointment date if amendment is necessary to bring it into conformity with the true statement of my economic interests as of the date of my nomination or appointment. If any part has been left blank, I have done so intentionally because there is nothing to report.

Signature of person filing: James Wenzler Date: 11/5/09 Daytime phone #: 414-744-2000 x 239
 E-mail address: James.Wenzler@kotmail.com

The information sought in this form is required by §§19.43 and 19.44, Wisconsin Statutes. Failure to file a completed form may result in a forfeiture of up to \$500. Statements of Economic Interests are open for public inspection. The Government Accountability Board will notify you of the identity of any person who examines your Statement. In accordance with §15.04(1)(m), Wisconsin Statutes, the Government Accountability Board states that no personally identifiable information is likely to be used for purposes other than those for which it is collected.



①

LEUA Exec + Hearing - 12/15/09

Exec

AB142

nothing

AB165

nothing

SB168

nothing

LRB 3860/1

nothing

Public Hearing

James Wenzler

- James Wenzler

- very short intro

- SC - why selected?

- why been missed?

- SC - experienced many auctions?



Patrick Cudahy

Apple-Wood Vine

Winter 2009

James C. Wenzler, Editor



Season's Greetings



Human Resources Department, One Sweet Apple-Wood Lane, Cudahy, WI 53110-1635
www.patrickcudahy.com A member of the John Morrell Operating Company of Smithfield Foods, Inc.



All of us here at Patrick Cudahy wish you a safe and joyous holiday season.

Christmas...that magic feeling that wraps itself around us. Christmas is something intangible inside us that's like a long-lost favorite thought or memory. It weaves a spell of nostalgia of times gone by. Christmas may be a day of feasting, or of prayer, but always it will be a day of remembrance -- a day in which we think of everything we have given to others and kindness we have done.

The family of employees here at Patrick Cudahy are grateful for another year where we all have a place to come to work and have fellowship.

Bring on 2010! We will make it successful too.

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- P.4** What's In A Brick?
- P.5** Patrick Cudahy off Golfing.
- P.8** What About Smoking?!
- P.9** Halloween Costumes.

*"Christmas is a time when you get homesick - even when you're home."
~Carol Nelson*



Dedication Pays Off

By Jennifer Mojica

Jay Isaku and Jennifer Wieland attended their final class and graduation from Black Belt training June, 2009. Each received 13.7 continuing education credits from Iowa State University. They were in the first graduating class of the Iowa State University/Smithfield Foods Meat & Poultry Black Belt Training Program.

Jay and Jennifer started the Black Belt training in May of 2008. They covered everything meat and poultry related from processing of the product to the mathematics behind the scenes. Both Jay and Jennifer attended class on the University campus in September of 2008 and in June of 2009. Both completed 12 online sessions and passed all examinations with at least an 80% grade. Along with the classes, they completed projects. Each project consisted of a proposal, paper,



(l-r) Henry Morris, Jennifer Wieland and Larry Pope



and a 10-15 minute power point presentation. Jay's project was on improving efficiencies in the Pork Sausage Department. Jennifer's was on the new vision system being utilized in Microwave bacon. Both spent additional hours working on preparation and studying for the paper, including data collection. Each project was due about a month before the final class, and they had to present it to the entire class, which included Henry Morris, VP of Smithfield.

(l-r) Henry Morris, Jay Isaku and Larry Pope



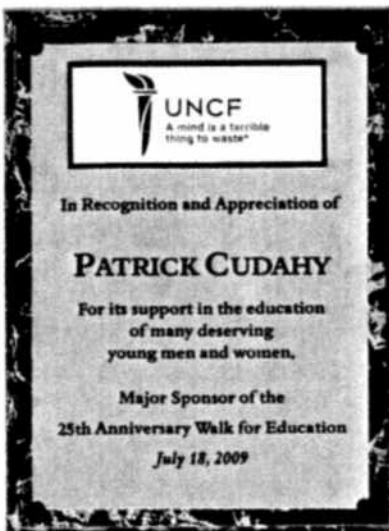
Patrick Cudahy Supports UNCF

By Marlene Russell

Through our corporate sponsorship, we supported UNCF's Kick-Off Luncheon by providing Patrick Cudahy shelf stable products and promotional merchandise for 30 student care packages and donating 10 tickets for students to attend the luncheon to help UNCF meet its \$175,000 goal. Our Company also provided financial support to the 25th Anniversary Walk for Education by mailing 2,000 registration/pledge forms. We also purchased 4,000 eco-friendly bags for registrants' walk/run materials, t-shirt and giveaways.

On July 18th, 2009, Patrick Cudahy was presented a plaque as a major sponsor of the 2009 events, and recognized for the support in the education of many deserving young men and women.

For 65 years, UNCF has provided financial and technical assistance to the 39 member traditionally black colleges and universities. Without UNCF's support, many of the students at these colleges would not have access to higher education or the benefits that it provides.



30-Year Anniversary



Susan Harrits
Food Safety/Research & Development
Hired: 9/10/1979



Pamela Langridge
Customer Service
Hired: 2/14/1979



Catherine Hill
Research & Development
Hired: 7/27/1979

10-Year Anniversary



Alisa Martinez
Microwave
Hired: 11/16/1999



Zelija Sabanovski
Microwave
Hired: 11/18/1999



Guadalupe Ruiz
Maintenance
Hired: 10/04/1999



Arturo Gonzalez
Microwave
Hired: 11/10/1999



Leticia Martinez
Dry Sausage Pack
Hired: 10/28/1999



Pedro J. Rodriguez
Sliced Bacon
Hired: 10/01/1999



Florencio Martinez
Microwave
Hired: 10/11/1999



Kris Kringle
Operations
Hired: 8/15/1889



Patricia Ortega
Dry Sausage Pack
Hired: 10/04/1999

25-Year Anniversary



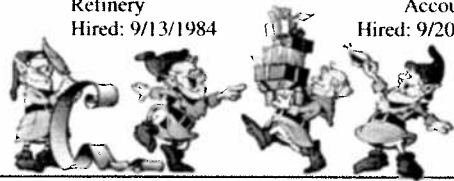
Lonnie Johnson
Shipping
Hired: 8/22/1984



Steven Butler
Refinery
Hired: 9/13/1984



Dave Schulz
Accounting
Hired: 9/20/1984



15-Year Anniversary



Lillian Fellin
Sales-Retail/Deli
Hired: 10/31/1994



Dave Werner
Procurement
Hired: 11/17/1994



Lydia Regalado
Microwave
Hired: 11/11/1994



Robbyn Baines
Microwave
Hired: 11/17/1994



Tricia Campbell
Quality Assurance
Hired: 8/01/1994

Holiday Career Tips The holidays can be the perfect time to boost

your career. Between kindness to coworkers and holiday parties, you have plenty of opportunities to show people who you are and where your career interests lie. Here are a few potential opportunities:

- **Holiday party.** 75 percent of companies (don't forget your spouse's company too) will hold holiday parties this year. Attend, but remember to not booze it up, don't talk shop the entire time, and don't over or under-dress.
- **Cards.** Sending holiday cards is a great way to acknowledge those who've helped your career in the past year and to reconnect with business associates.

- **Gifts.** A little caution here. Determine whom you want to give a gift to (clients, co-workers, bosses) but first make sure they're allowed to receive gifts. Use your best judgment on getting an appropriate gift that serves as a token of appreciation. And don't expect a gift in return.



What's In a Patrick Cudahy Brick? *By Howard Thorpe*

Just clay mixed with sand and baked in a kiln, or a lot of Patrick Cudahy history? The answer should be both. Our recent disastrous fire exposed three main layers of bricks in the destroyed parts of our buildings. They were:

Cream City Bricks produced from 6 Milwaukee brickyards from 1830 to around 1900. At the height of production these brickyards were producing 15 million Cream City bricks a year.

Hocker's Brickyard bricks were produced in about 1900 in good old Ashwaubenon, WI. (A Green Bay suburb, close to Lambeau Field. Go Pack!). These bricks were found on the outside walls and they came from a brickyard that was considered haunted in the 1800's (ask me to tell you this Halloween story-Boo !!!).

Gagnon Clay Products bricks were also made in Green Bay. area These bricks were placed on the outer wall around the Hocker bricks to give extra reinforcement to the building

walls, somewhere in the 1950's.

The Cream City bricks were the walls of the first 1892 plant. The 1906 fire destroyed 40 % of the plant and most of the brick walls remained. It was fortunate that we were able to rebuild and be fully operational in only a few months! The Hockers and Gagnon bricks were added on outer expansion walls as the Company continued to grow. Cream City bricks disappeared from circulation as the clay mines that the clay came from were exhausted. (clay deposits were 100' underground)

Lastly, before Patrick Cudahy originally built the plant in the 1892, he took a ship to Russia and contracted with northern Russia timber barons to provide him with Russian Black Oak and Cypress to build and maintain the plant. Patrick returned with a shipment of this lumber. It took several months by ship and then rail to bring the wood to Cudahy, WI.

Why go to Russia to buy lumber? The reason is that Black Oak and Cypress are very dense types of



wood, which makes them very strong. This density happens because of the short Siberian summers, which makes the tree growth rings very close together. The ring density then makes Black Oak and Cypress very strong.

100 year old bricks survived our recent fire, so can we for another 100, if we all pull together and work at our best!



Genowefa 1983

GENOWEFA RUTKOWSKI

Born in the town of Bizebrof, Germany 1922
 Started: July 24, 1951 in Select Meats
 Retired: December 1, 1983 from Sliced Bacon
 Passed: October 27, 2009

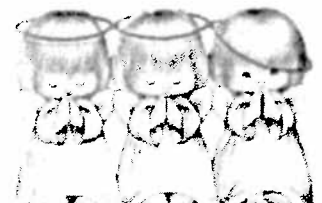


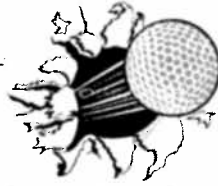
Genowefa 1951

Genowefa crossed the Atlantic Ocean and came to the U.S on July 18, 1951, from Germany through New Orleans on the U.S.S. General Muir.

Genowefa Rutkowski began her career

with Patrick Cudahy in Select Meats and transferred to Sliced Bacon on April 11, 1955. On March 24, 1958, she went to Fresh Sausage Manufacturing until April 7, 1958, when she returned to Sliced Bacon. On May 6, 1964, Genowefa transferred to Labor Pool until July 20, 1964, when she was able to return to Sliced Bacon until her retirement on December 1, 1983.





Patrick Cudahy off Golfing

By Jeff Silbaugh

The Patrick Cudahy Golf League went out and whacked at a few golf balls on a picture perfect beautiful summer August 22nd at the Broadlands Country Club in North Prairie, WI. We chose this golf course because it was close to a few of the players homes, but mostly because we wanted to get out in the country so none of the players had to worry about someone they knew seeing them slice the ball.



(l-r) Phil Maher, Mike Reitz and Craig Stewart. (One must practice to get a hole-in-one.)



(l-r) Jeff Silbaugh & Mark Bakken
(Out on this beautiful Summer day, creating divots is fun.)

If you are interested, we welcome all levels of skill or no skill at all. To join the Company Golf League, please contact me at jeffsilbaugh@patrickcudahy.com or x330. For you Patrick Cudahy employees who have wanted to join, but don't know golf terms or how the game is played, here are some basic golf rules and terminology.

Addressing the Ball - Taking a stance and grounding the club (except in a hazard). *Away* - Ball furthest from the hole. *Birdie* - One stroke under the designated par of a hole. *Bogey* - Usually one stroke over the designated par of a hole. *Divot* - Turf displaced by player's club when making a swing. *Dog-leg* - A hole in which the route of play angles to the right or left before reaching the putting surface. *Eagle* - Two strokes under par for a

Please see *Golf* page 6



(l-r) Phil Maher, Howard Thorpe, Bruce Davis & Craig Stewart
(As things go, they had way too much fun!)



(l-r) Rick Ahlborn, Ed Marquette, Rob Fons & John Zimmer
(Never let these guys on a golf cart that has no speed governor.)

Golf Continued from page 5



(l-r) Mike Reitz, Dean Jacobson, James "Bud" Matthews & Dan Habighorst (A team of heavy hitters) (l-r) Jeff Ahlborn, Chris Scheel, Chuck Ahlborn & David Ziats (A security team of specialized players.)

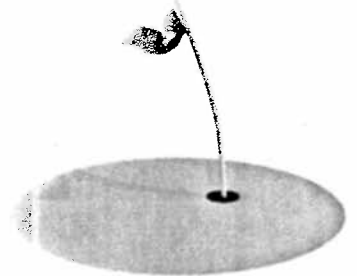
hole. *Fairway* - Closely mowed route of play between teeing area and putting green. *Fore!* - A warning yell to any person in the way of a golf ball out of control in play. *Green* - The putting surface. *Handicap* - A deduction from a player's gross score devised to match his score against par to equate differential abilities to other players. *Hazard* - A term used to designate bunkers (sand traps or water areas) *Hook* - A stroke made by a right-handed player which curves the ball to the left of the target. *Match play* - Type of competition in which each hole is a separate contest. *Par* - A numerical standard of scoring excellence based on yardage and two putts per green. *Stroke play* - Competition based on total number of strokes taken.

The three Laws of golf are: **LAW 1:** No matter how bad your last shot was, the worst is yet to come. This law does not expire on the 18th hole, since it has the supernatural tendency to extend over the course of a tournament, a summer and, eventually, a lifetime.



LAW 2: Your best round of golf will be followed almost immediately by your worst round ever.

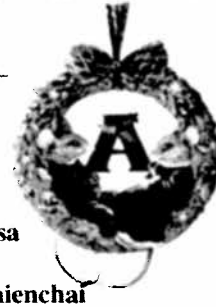
LAW 3: Brand new golf balls are water-magnetic. It is a known fact that the more expensive the golf ball, the greater its attraction to water.



(l-r) Mark Bakken, Jeff Silbaugh, Jenny Kamke & Rick Dempsey (A mega-bite team of RAM putters.) (l-r) Harvey the Rabbit, Ken Krug, Joe Klubertanz & Ron Mahsem (A team that immediately forgets where their ball landed.)

Please see *Golf* page 7

5-Year Anniversary



Microwave	Vekic, Tanja	Hired 10/01/2004	Sliced Bacon	Villalaz, Marisa	Hired 10/27/2004
Microwave	Allison, Mary	Hired 10/07/2004	Microwave	Ziba, Ziraet	Hired 10/27/2004
Bacon Press	Ramos Perez, Sergio	Hired 10/12/2004	Microwave	Koosuwan, Thienchai	Hired 10/27/2004
Belly Pump	Villagomez, Everardo	Hired 10/12/2004	Employee Health	Neault, Debra L.	Hired 11/01/2004
Microwave	Moran, Teresa	Hired 10/12/2004	Microwave	Martinez, Jose R.	Hired 11/01/2004
Receiving	Morales, Jacqueline	Hired 10/15/2004	Kitchen	Mamo, Abdullahi	Hired 11/01/2004
Microwave	Davalos, Teresa	Hired 10/15/2004	Microwave	Afanassiev, Emmanouil B.	Hired 11/01/2004
Microwave	Estrada, Cristina E.	Hired 10/15/2004	Microwave	Maksuti, Mustafa	Hired 11/04/2004
Kitchen	Jackson, Ervin L.	Hired 10/18/2004	Microwave	Maksuti, Pellumbeshe	Hired 11/04/2004
Sliced Bacon	Herrera, Roxana	Hired 10/18/2004	Kitchen	Aden, Said Omar	Hired 11/04/2004
Microwave	Aleman, Brenda	Hired 10/18/2004	Quality Assurance	Ghannam, Abdel Khalek	Hired 11/10/2004
Sliced Bacon	Tairi, Naime	Hired 10/18/2004	Microwave	Matraku, Engjellush	Hired 11/10/2004
Sliced Bacon	De Leon, Miguel	Hired 10/25/2004	Microwave	Franco, Patricia C.	Hired 11/11/2004
Belly Pump	Ramos, Roberto	Hired 10/27/2004	Quality Assurance	Mojica, Jennifer	Hired 06/30/2004
			Dry Sausage Pack	Jance, Thoma	Hired 08/13/2004
			Sliced Bacon	Chavez, Maria	Hired 09/02/2004



PAT SEZ
Holidays Bring Quality Home



When it comes to the nuts and bolts of buying, the holiday season is when we do more of it than at any other time. We will all buy "things" like toys, household items, clothing and gifts.

The holiday season brings our dual role as producers and consumers closer together. At no other time do we have the opportunity to critique the quality of so many products by so many manufacturers.

We can analyze whether a given producer has cared enough about us to include all of the parts needed to put the product together, and whether each product works as the maker claims it will. We get to project whether the item is likely to last through the guarantee period and beyond.

As we use many new things, it will be easy for us to determine which companies have felt our presence while they are assembling, packaging and shipping.

Could they feel our joy when the wonderful new toy worked so well? Did they care enough to gauge our disappointment, if it failed us?

Golf Continued from page 6



(l-r) Charlie Brah, Phil Bailey, Maynard Dulak & Eric Tennant
(This team enjoyed chasing the food cart, golfing was second.)

All of this makes us think again about our own roles in producing our quality meat products. It has been said that "FEELING THE PRESENCE OF THE CUSTOMER IS ONE WAY TO KEEP ON CARING ABOUT EACH JOB THAT WE DO."

When we know for a fact that we have doggedly pursued excellence in our work, we can also be assured that our customer will not be disappointed.

Our pursuit of customer satisfaction brings that continuing success, which will make it possible for us at Patrick Cudahy to have many happy holidays in the future. We will know that as the result of our efforts, many other people will be pleased as well.

Happy Holiday Season!



United Way

The 2009 United Way Campaign has now finished. Thanks to all of you who donated to this worthy cause. Patrick Cudahy employees donated \$94,602.00. Patrick Cudahy matched 50% of all donations, which resulted in a total donation of \$141,903.00.

Thank you for your generosity!



What About Smoking?!

By Maria Flores, RN

When non-smokers are exposed to secondhand smoke, it is called involuntary smoking or *passive smoking*. Non-smokers exposed to secondhand smoke absorb nicotine and other toxic chemicals, just like smokers do. The more secondhand smoke you are exposed to, the higher the level of these harmful chemicals in your body.

The *workplace* is a major source of secondhand smoke exposure for adults. *Secondhand smoke* meets the criteria to be *classified as a potential cancer-causing agent* by the Occupational Safety and Health Administration (OSHA), the federal agency responsible for health and safety regulations in the workplace. The scientific evidence shows that there is *no "safe" level of exposure to secondhand smoke*, so it is recommended that exposures to secondhand smoke be reduced to the lowest possible levels.

Secondhand smoke exposure in the workplace has been *linked to an increased risk for heart disease and lung cancer* among adult non-smokers. Secondhand



smoke immediately affects the heart and blood circulation in a harmful way. The Surgeon General has concluded that smoke-free workplace policies are the only effective way to prevent secondhand smoke exposure in the workplace. Separating smokers from non-smokers, cleaning the air, and ventilating the building cannot prevent exposure, if people smoke inside the building.

Patrick Cudahy fully supports the smoke ban legislation signed by Governor Doyle this year, and will implement ours on May 1, 2010. This policy will help more employees quit smoking, prevent children from ever starting, and reduce the harmful effects of secondhand smoke in the workplace.

"Smoking had left me with a

permanent reminder of my youthful choice. I had cancer of the larynx and lost my voice. I no longer breathe through my mouth and nose, but through a hole in the front of my neck. No one wants to live like this out of choice. But, it was a choice I made without realizing the consequences."

-Deborah Norton

Stop Smoking Success



Trenna Grose, Sliced Lunch Meats, used tobacco for 23 years.

Humberto Navas, Lard Refinery, used tobacco for 20 years.

Marisa Villalaz, Sliced Bacon, used tobacco for 13 years.

Each has been off tobacco for 3 years, and going. Congratulations!

Halloween Costume Contest Results



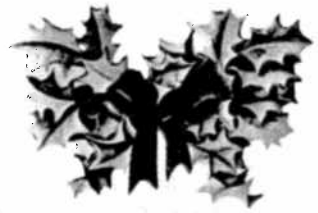
Alma Cortez (Ahrrrg, there shall be points assessed to your attendance record me-matie!)



Christine Mozejewski (Do you know where my house is?)



Deb Neault (I caught me a mouse.)



4th Place



Gloria Speed (The BAT is in the House!)



Lati Ziba (Bob Marley's got an itch to scratch. Can you help him?)

5th Place



Jean Moehrle (Have an apple, just sign the insurance papers first dearie!)

Please see *Halloween* page 10

Halloween continued from page 9



Kathy Snopek (THE Swine Flue, IN PERSON)



Pam Langridge
(Oh, I love M & M's!)



Stray Feral cats (We're Santa's new elves!)



Robyn Kelley
(As Cleopatra's head!)



Don Harvey (As a Golf hat!)



Cheryl LoCicero (60's Chick)



Dawn Ahlborn (Wizard of Oz witch.)



Mary Lou Boettcher (THE Klingon from STAR TREK)



Jim Wenzler, Human Resources Manager
(Confessions, please deposit 5 cents!)

REMINDER:

Update your address and phone number in Human Resources. W-2 Season is coming!

Patrick Cudahy Wins Enviro Award

Smithfield Foods, Inc. introduced its Environmental Excellence Awards program in early 2001. The awards, which are given on an annual basis, were designed to recognize those subsidiary companies and personnel of those companies who look beyond compliance to focus on preventing pollution and enhancing environmental stewardship through innovative projects.

Each winning project selected receives individual certificates and plaques for their respective facility and a check for \$5,000, of which \$3,000 is donated to a local charity(s) with the remaining balance being divided equally between the team members.

Categories for the awards include:

- ◆ Waste Reduction-Pollution Prevention,
- ◆ Cleaner/Greener Production Processes and/or Packaging,
- ◆ Environmental Management (ISO 14001),
- ◆ Energy and Water Conservation,
- ◆ Wastewater Handling & Treatment, and
- ◆ Environmental Training.

Some of the key factors for choosing the award winners included Environmental Impact/Social Significance; Efficiency and Cost Effectiveness; Originality and Innovativeness/Use of a previous project; and Technical Value and Transferability (for use at other facilities).

Smithfield Foods held its 2009 Environmental Excellence Awards ceremony November 11th in Kansas City at the Marriott Country Club Plaza.

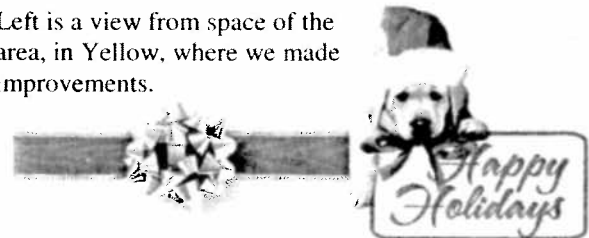
Dan Habighorst-Vice President of Human Resources, Gene Bridges-Vice President Maintenance & Engineering, Mike Costello-Safety/Security Manager and Carter Hanson-Environmental Engineer were in attendance.

We closed the old 6.8-acre PCI fill area & removed an ugly eyesore from the local community. This now scenic piece of natural habitat helped improve the Cudahy Community. This project enhanced Smithfield's overall position in the community by beautifying the area from its original condition.

For this, Patrick Cudahy Incorporated was awarded the **Environmental Management (ISO 14001) Award**. The award was accepted by Carter Hanson.

"It was a great pleasure to represent Patrick Cudahy at this recognition ceremony." Carter said, "A lot of the credit goes to the employees of Patrick Cudahy for taking the time to do their own part in making us successful over the last year."

Left is a view from space of the area, in Yellow, where we made improvements.



Winter Jumble

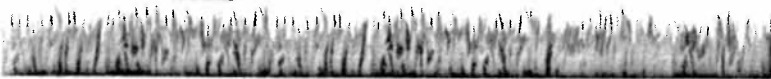


Find these winter words and activities in the jumble:

- COLD
- SNOWFLAKES
- FREEZING
- SCARVES
- MITTENS
- SLEDDING
- ICE SKATING
- SKIING
- TOBOGGANS
- HOCKEY STICK
- GLOVES
- SNOWSHOES
- SHOVELING
- BOOTS
- WINTER COATS



C	H	L	E	I	P	F	A	J	C	O	L	D	B	U	H	O	D	N	A
R	M	I	S	B	U	T	K	O	R	E	V	L	S	G	L	O	V	E	S
H	O	C	K	E	Y	S	T	I	C	K	T	Z	D	Y	G	M	C	L	I
D	S	E	R	F	R	A	M	E	N	I	K	B	U	M	X	W	A	F	S
H	E	S	V	C	A	N	Y	V	G	A	J	O	N	I	L	I	N	R	H
A	W	K	H	U	S	B	O	O	T	S	E	R	A	T	O	N	V	E	R
G	S	A	L	G	E	R	L	P	O	D	U	F	S	T	W	T	H	E	C
S	K	T	W	B	T	X	J	A	R	I	T	B	T	E	K	E	T	Z	Z
H	Y	I	V	F	I	C	Y	E	S	D	M	H	X	N	O	R	P	I	K
O	T	N	A	L	S	N	O	W	F	L	A	K	E	S	X	C	E	N	L
V	E	G	S	J	C	U	M	A	P	G	V	C	L	U	P	O	N	G	A
E	P	I	D	N	A	M	H	Z	B	R	D	U	T	G	I	A	J	W	B
L	E	R	F	O	R	J	E	S	K	I	I	N	G	A	R	T	E	C	R
I	M	A	G	U	V	O	L	U	F	W	C	O	K	H	U	S	L	M	X
N	T	H	X	L	E	K	S	E	R	B	I	L	P	E	W	G	N	A	F
G	A	P	D	V	S	N	O	W	S	H	O	E	S	S	V	I	T	J	P
C	S	J	G	Y	B	I	H	A	T	I	R	S	L	E	D	D	I	N	G
T	O	B	O	G	G	A	N	S	G	E	T	U	C	K	M	A	H	I	B

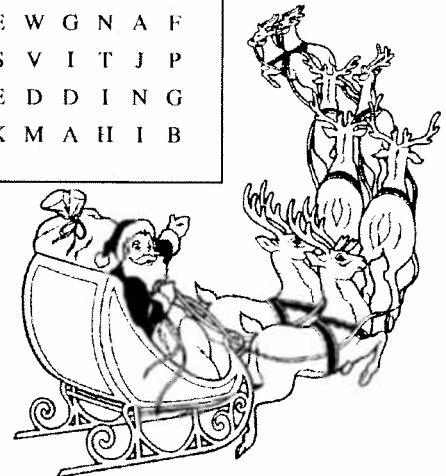


As of May 1st, 2010, there will be no more smoking allowed inside the Patrick Cudahy plant or outlying areas. Smoking will only be allowed in the Green & Red parking lots outside of the perimeter fence.

Smoking cessation ideas can be obtained in the Employee Health Department.



"MAN, I COULD KILL A HUMAN RIGHT NOW!"



MERRY CHRISTMAS!



Patrick Cudahy Incorporated
One Sweet Apple-Wood Lane
Cudahy, WI 53110-1635

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